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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1990 #98

Judge Orders Access to Mailing List, Improved Supervision of All Locals

Election Rules Strengthened

In a decision that dramatically expands the rights of candidates running for convention delegate or International office, U.S. District Judge David Edelstein on July 10 agreed with TDU's legal committee and ordered the IBT to turn its mailing list over to accredited candidates for International office and to submit to on-site government supervision of delegate and International officer elections.

The judge ordered the IBT to turn over its mailing list in part because of the misleading and hostile manner in which the union has portrayed the court-appointed officers and upcoming elections in the *International Teamster* magazine.

"The IBT has used the *International Teamster* as a propaganda tool for self-aggrandizement and for the purpose of torpedoing the Consent Decree and its designated officers," said the judge. He also concluded that the only way to eradicate this negative propaganda is to allow opposition candidates to tell their side of the story through mailings to the membership.

The judge also ordered Election Officer Michael Holland to conduct, oversee and supervise all delegate and International officer elections in all locals. "Complete supervision of all facets of the election process is the only way to guarantee the integrity of the elections and encourage extensive rank and file participation," the judge said.

In response to arguments by the union that direct supervision will cost too much money, the judge responded, "Hue and cry about the costs of such supervision is disingenuous, since it disregards the cost effectiveness of reform that will be felt across the board of this country's commerce. At the same time it would be myopic to ignore the costs mounted by the IBT in expensive litigation without regard to an understanding that a spirit of cooperation would

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UPS Negotiations

Solidarity Will Win

As we go to press, 140,000 Teamsters employed at United Parcel Service are voting on the employer's second "final offer," after widespread anger forced management to abandon their first "final offer." We predict that a clear majority will send this one down the tubes, sending the parties back to the bargaining table and authorizing a possible strike anytime after Aug. 1.

This situation is important for all Teamsters, and UPS Teamsters deserve our full support. The UPS contract has now become the pace-setter of the Teamsters union, with the larger Master Freight contract coming up eight months later.

The pension contributions and pension benefits of hundreds of thousands of Teamsters will follow a pattern set in this contract. So far UPS is offering just 35 cents a year to fund both health and welfare and pensions, which is inadequate to keep up with inflation and provide significant new money to the pension funds.

This is the first major national contract negotiated entirely under majority rule. It will be ratified by the majority, not the old two-thirds to reject a bad offer. Further contract voting protections have been secured by TDU legal action, including legal action on this very vote.

This is the first major national contract since we won the right to vote for International officers. That's why our national leaders said a 30 cent-per-year raise was "great" three years ago at UPS, but now call a 50 cent-per-year raise "totally unacceptable." That's the value, in dollars and cents,

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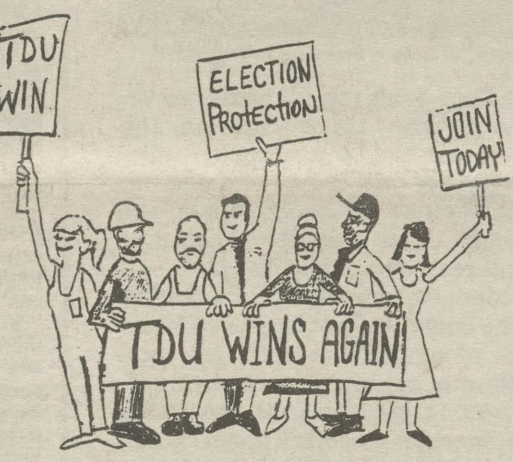
TDU Wins New Rights



U.S. District Judge David Edelstein on July 10 ordered new election protections for all Teamsters, after TDU legal briefs requested them! U.S. District Judge Stanley Harris on July 12 ordered contract voting-rights protections, another TDU victory! (See articles page 1 and page 6.)

TDU is there for you. We need you to be there for TDU. Be part of the solution—$30 is a small price to pay to do your part for a strong, democratic union. Join TDU today!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (___) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Black Workers for Justice

'Organize South Solidarity Tour'

Phill Kwik
***Labor Notes* staff writer**
Newspaper Guild Local 22

Working people in North Carolina are among the lowest paid workers in the country. So low in fact, that one out of every three lives below the poverty line. They have the worst workers' compensation and unemployment laws. Their children die at one of the highest rates in the United States and they work under state laws that guarantee virtually no health and safety protections at the workplace.

It's not surprising to find out that North Carolina is also the state with the lowest level of organization. Only 6% of the workers belong to labor unions in this "right-to-work" (for less) state.

Fortunately, there are workers in North Carolina organizing to better their wages, working and living conditions. They're members of Black Workers for Justice (BWFJ), a group that helps both black and white workers build workplace committees around particular issues to win immediate gains.

BWFJ members work in garment sweatshops, hi-tech factories, poultry processing plants and small manufacturing shops. While many BWFJ members are unorganized, a number are activists and officials in local unions. The BWFJ is openly pro-union. Often, the workplace committees it helps build lead union organizing campaigns.

Solidarity Tour

Eighteen members of BWFJ visited Cleveland, Detroit, Pittsburgh and Chicago on July 1-7 as part of their "Organize the South Solidarity Tour." They spoke with Teamster activists auto workers, public and postal employees and many other unionists in order to seek support for their efforts to organize the South.

Their message was not simply that Southern workers need help in building unions to better their own conditions, but that workers throughout the country have a direct interest in strong unions in the South. "If there are no strong unions in the South, wages there will stay low and working conditions terrible," explained Gordon Dillahunt, president of the American Postal Workers Union in Raleigh. "Companies will close Northern plants and move to the non-union, low-wage South. This will throw Northern workers out of work, or drive down their wages as companies whipsaw us against each other."

Photo by Jim West

Black Workers for Justice singing group, Fruits of Labor, at July 6 meeting in Detroit.

Bendix and Standard Products are two examples of companies that have closed Midwestern plants in the last 10 years and opened shops in North Carolina, employing Southern workers for almost 50% less than Northern pay.

"For the labor movement to survive throughout the country in the 1990s," Dillahunt concluded, "its number one priority must be to 'Organize the South.'"

The BWFJ often works closely with international unions; currently, it is involved in a campaign, along with the United Food and Commercial Workers and the Teamsters, to organize the poultry industry of North Carolina. However, the BWFJ uses a different style than international unions do. First, BWFJ members—being workers themselves—organize in their workplaces at the grassroots level. They don't rely on high-paid organizers who travel around the country and hand out slick literature. Instead, they talk to workers one-on-one in their shops and communities, and help them organize themselves around real, immediate issues.

Second, since workers' concerns affect the community at large, BWFJ activists recognize the need for community support in their organizing efforts. Toxic chemicals at the workplace, for example, often mean chemicals are dumped into community landfills. The BWFJ works to include ministers, community organizations and families into their campaigns.

For more information on the Black Workers for Justice, contact: P.O. Box 1863, Rocky Mount, N.C. 27802. Phone: (919) 977-8162.

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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TDU International Steering Committee

Co-Chairs:
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Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

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Sarah Bequette, St. Louis Local 600 spouse
John Braxton, Philadelphia Local 623
J. Anthony Smith, Washington, D.C., Local 639

Members:
Scott Askey, Barstow, Calif., Local 63
Sam Fenn, Los Angeles Local 63
Jackie Jenkins, Memphis, Tenn., Local 891
Connie McArthur, Seattle Local 174
J. B. McCallister, Denver Local 961
Michael Ruscigno, New York Local 138
Don Stone, Detroit Local 283

Alternates:
Dana Beougher, Tampa Local 79
Gillian Furst, Minneapolis Local 1145
Rick Clark, Boston Local 25

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

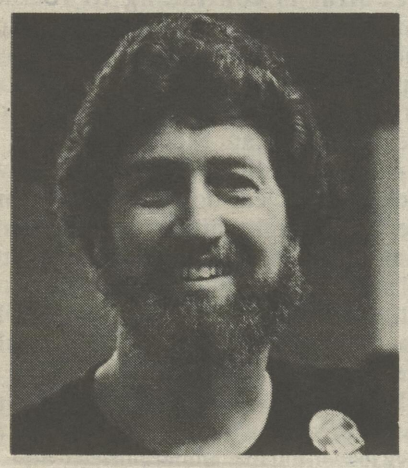
X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TEAMSTER ELECTIONS 1991

Ron Carey Petition Drive Going Strong

From coast to coast, at barns, factories, UPS centers, truck stops and wherever working Teamsters are to be found, the Ron Carey petition drive is picking up steam. Carey, the only declared candidate for General President, is seeking to become an "accredited candidate" through the petition drive. By obtaining the signatures of at least 2.5% (roughly 39,000 signatures) of the entire IBT membership, he will qualify for campaign space in the October and February *International Teamster* magazines. So far, the response has been electric.

As Teamsters supporting his candidacy fan out across the nation they are finding the membership open and receptive to Ron's message of reform and strong, effective unionism.



Gordy Teller
Local 741, Sea-Land
Seattle
In the wake of Ron Carey's visit to Washington, the petition drive is helping us sustain the momentum his trip created. It's also helping us focus on the upcoming local officers elections and convention delegate races. But most importantly, gathering signatures has afforded us the opportunity to meet with thousands of Teamsters in our joint council and discuss issues relevant to their situations.

"The Carey petition draws people like a magnet," said Gary Knoepful of Detroit Local 283 who, along with Larry Dyer of Detroit Local 243, stood outside the Toledo UPS center and collected 175 signatures in the rain until they ran out of blank petitions after a short time.

"When we told them we were rank and file Teamsters, not union reps, they signed even faster. UPSers stressed to us that they want a new union leadership that keeps them informed and educated about the issues and union affairs," Knoepful explained.

According to Eddie Burke, Carey's campaign manager, "The early success of the petition drive is a clear indication of the campaign's grass-roots support. We started with 112 petition coordinators and have now grown to over 300 in a little over a month's time.

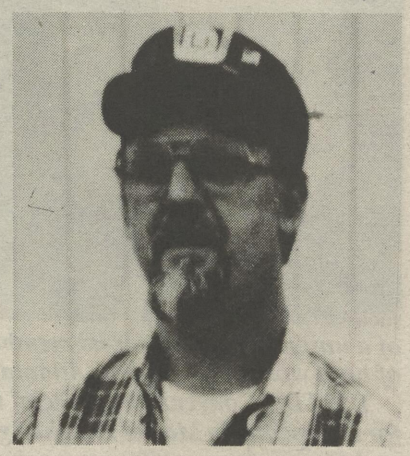
"The petitioning process is one that is bringing the campaign together and reaching out to involve the rank and file in this historic struggle for union reform," Burke continued. "The people we are reaching right now will translate into the winning combination of forces as we move toward election day in December of '91."

Rank and file enthusiasm for the Carey campaign became evident to Dennis Wade, a Local 299 steward at E&L Transport, right off the bat. In the first week after he laid his hands on some Carey petitions he collected the signatures of more than 300 of his 400 co-workers and he's still going.

Gordy Teller of Seattle Local 741 said, "In the wake of Ron Carey's visit to Washington, the petition drive is helping us sustain the momentum his trip created. It's also helping us focus on the upcoming local officers elections and convention delegate races. But most importantly, gathering signatures has afforded us the opportunity to meet with thousands of Teamsters in our joint council and discuss issues relevant to their situations.

"It's amazing," Teller continued. "When we introduce reform and Ron Carey we see a glimmer of hope return to faces where it has long since been missing. The exchange of ideas is the cornerstone of change and that seems to be what some of our leaders fear most. The response to the drive has been outstanding, almost overwhelming. Our goal is to reach and educate with our message of reform every Teamster in Washington State. Go get 'em, Ron!"

In the San Francisco Bay Area the petition drive took flight at "Teamster Day at the Races." An airplane with an "Elect Ron Carey IBT President" banner looped the track six times as Teamster officials were posing for a photo opportunity. Meanwhile, volunteers from the local Carey campaign distributed 200 packets of Carey literature to the assembled Teamsters.



Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio
My friends and I got 20 petitions filled here at the Columbus Yellow Freight terminal. We all deserve the right to choose who will lead our union. Even though Ron Carey is not TDU, he is my choice.

Members of Louisville Local 89 have set up a campaign headquarters near the UPS air hub. The headquarters also serves as a base for rank and file organizing for a fair UPS contract.

Before the petitions even hit the street, local Carey supporters videotaped Ron's Suisun City, Calif., visit and distributed 50 tapes to different barns where they are checked out in lending library fashion and viewed by interested Teamsters.

"The important thing about this petition drive isn't just getting the signatures," said Steve McDonald of Vallejo, Calif., Local 490. "It provides us with a terrific vehicle to get around to people in the different barns and jurisdictions and notify them of their newly won right to vote and introduce them to Ron Carey's reform ideas."

"We are hitting as many job sites as possible, even small ones, because people need to know that there is an alternative out there," MacDonald said. "Once they realize that, you really see a lot of little lights turning on. Even we were amazed at how dissatisfied rank and file Teamsters are with their present national and local leaderships. And the dissatisfaction seems to reach into all the various barns and jurisdictions. This campaign comes at just the right time and with just the right candidate.

"We're also using the petition drive to gain exposure at the various barns and worksites for our local reform candidates for the upcoming delegate elections," MacDonald explained. "People are definitely ready for a change. What is so inspirational to me is that so many people are getting activated by the petition drive."

As the petition drive goes into high gear the most striking thing about it is that it is creating a broad nationwide campaign network that continues to grow daily and will serve the campaign well in its future stages. Jackie Jenkins of Mississippi Local 891 and a Memphis, Tenn., resident summed it up well. "I've got everybody at my center signed up. We're working really hard down here. We've already hit most places but there are still more to reach and you can bet we're going to do whatever we have to do to get to them. We've got a whole lot of people working on this and they're doing real good."

The most difficult aspect of any petition drive is getting all the signatures returned in a timely manner. In this particular drive, the Carey campaign must also take the time to carefully check the petitions for accuracy before submitting them to Election Officer Michael Holland.

After petitions are filled, Teamsters should immediately return them to the Committee to Elect Ron Carey, P.O. Box 1232, Long Island City, N.Y. 11101. The Carey campaign wants to reach the goal of having the required 39,000 signatures in hand by Aug. 1. The campaign will continue to submit additional petitions to the Election Officer right up to the Aug. 31 deadline.

Gary Anderson of Local 17 (pictured), the secretary-treasurer of the Colorado Chapter of TDU, and J.B. McCallister of Local 961 are leading an all-out campaign in the Ron Carey petition drive. Efforts include getting out flyers, conducting phone calls and soliciting signatures in front of Teamster workplaces. The chapter plans to contact some 300 UPS Teamsters personally, to notify them of their right to vote in 1991.

Carey then will receive a full page of campaign space in the October *International Teamster* and in the February 1991 issue. Becoming an accredited candidate will also give him access to the Teamster membership list of 1.6 million, a right recently won in federal court (see page 1.)

As Carey announces running mates on his slate, more petitioning will be conducted through December to obtain additional campaign space in the February *International Teamster.*

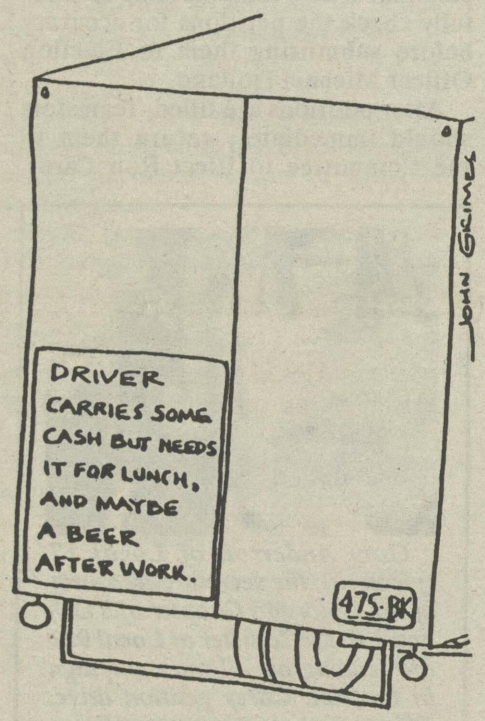
FREIGHT NEWS

Richmond, Calif.— Local 315

Strike Heats Up at Santa Fe's Richmond Railyard

More than 60 Teamsters of Local 315 have been walking the picket line since July 1 in an effort to fight back and save their jobs at the Santa Fe railroad ramping facility in Richmond, Calif. Sante Fe's subsidiary, Sante Fe Terminal Services, was outbid by Piggyback Services Inc., whose owner or majority stockholder is Otto Budig of Burr Ridge, Ill., near Chicago.

Weeks prior to the July 1 deadline, Western Conference officials were not optimistic about the continuation of the present contract. Nevertheless, rank and file negotiators and Budig came close to an agreement. Suddenly, Budig removed the negotiations from the table and presented a final offer, which consisted of across-the-board takeaways pulling these Teamsters out of Master Freight conditions.



The membership unanimously rejected the ultimatum, but agreed to continue to work until an agreement could be reached.

Despite the rank and file's willingness to continue negotiations, Budig left the area and was unreachable. He then played his trump card; he brought in workers from outside of the area to cross picket lines, which by then had been set up by Local 315. Budig had previously arranged to pay for motel rooms, three meals per day and transportation for an estimated 30 strike breakers.

Local 315 strikers found out that five of the these scabs of the worse order were employed at Budig's Illinois facility and were members of Teamster Local 710 in Chicago. The pickets hastily constructed two large signs at the gate, which read, "Your friends from Local 710 say hello," and listed the names of the five scabs. Incidentally, Piggyback Services Inc. and Parsel Services, both controlled by Budig, have three Teamster facilities in Chicago, Cincinnati and Atlanta. The names of the other scabs are now known. Local 315 has supplied all Teamster locals with these names for confirmation and possible penalties.

Calls from Local 315 to Teamster officials in Chicago and the International union have been unanswered and unreturned, which is unexplainable. Western Conference officials are beginning to stir. Perhaps someone may have overplayed their hand?

"And perhaps the International will be available by election time," said one Local 315 picket.

Meanwhile, the strike has escalated. UPS drivers, whose company holds the major account for Santa Fe, are not crossing the picket line. UPS management is being forced to drive the trucks into the Richmond yard. The spirit of the rank and file, who have made these things happen, is exceptionally high.

Santa Fe's management is beginning to have doubts about a contractor who could be causing irreparable damage to their rail business. Their major competitor, Southern Pacific Rail Services, is a few miles away in Oakland.

In this world of leveraged buyouts and insensitive corporations, alliances among corporations are almost as superficial as their concern for dedicated employees. These alliances are most certain to change when the margin of profits is altered.

So Mr. Budig and his carpetbaggers

Central Transport Owner-Operators Approve Contract, Prepare for NMFA

Central Transport road drivers approved the company's latest offer by a margin of 527 to 79, according to the International union. The offer contained the mileage pay rates of the 1985-88 agreement that was rejected in 1989, and the concessionary language in an offer that was rejected last spring (see *Convoy Dispatch,* July 1990).

Fortunately, the contract expires in April along with the Master Freight Agreement and Central Transport owner-operators have demonstrated the organization, savvy and leadership to keep fighting for parity.

One factor that may have contributed to some yes votes was a promise by the company to pay money it had illegally withheld from drivers during the last two years. This was not retroactive pay of an increase, but payments that should have gone to the drivers under the continuation of the old agreement.

Although prompt payment was promised in a telegram attached to the contract, drivers have been ripped off before by having just 72 hours to produce paperwork on back pay owed. The lastest date set for the payment is July 27.

Central is continuing to recruit non-union road drivers for its Eastern operations under the CC East label. This recruitment includes the Boston terminal, right under the nose of IBT President William McCarthy.

At this point the main objective should be a clear determination from the new freight director, R.V. Durham, that Central Transport and all its subsidiaries should be covered at the full NMFA rate. A democratically elected committee of drivers should oversee those negotiations.

Meanwhile, drivers who vocally opposed this contract may be subject to harassment from management and it will be important for co-workers and local unions to stand behind them.

Please report any actual hiring of CC East road drivers to TDU's New York office (718) 852-9230 and to the freight division of the International union (202) 624-6800.

Members Reject CEX Freight Addendum by Wide Margin

Eastern Conference employees of CF's Con-Way Eastern Express (CEX) subsidiary rejected a substandard rider overwhelmingly, according to an International union "TITAN" message July 3. A member in New Jersey Local 560 was told the rejection was by 72%. The proposal contained a "profit-sharing" wage giveback, which under Article 6 of the NMFA required 75% approval.

There has been widespread confusion among members and officials because both union and management had threatened immediate reaction if the contract was rejected. Instead, information has been shrouded by references to the legal department. Many local officials say that Shelton Sadler of the Eastern Conference has not returned phone calls on the question. This kind of information blackout only helps management by keeping members confused and eventually disgusted.

The union conducted the vote at the union halls on June 30 and July 1, so negotiations could be speedily resumed. TDU has often advocated this kind of secret-ballot vote following a group discussion at our union halls.

There is no excuse for a substandard contract at any of the Con-Ways, which are non-union outside of the East. They are profitable and unless they are kept to standard, they will undercut the entire freight industry. Signing a below par contract will hinder attempts to organize the other Con-Ways.

If action is required to sign CEX to a full-rate contract, every single Teamster has an interest in the outcome and should help out.

I'll Be at the TDU Rank & File Convention

Bill Stromatt
Local 728, Yellow Freight
Atlanta

Why should rank and file Teamsters get involved and attend the TDU Convention Oct. 26-28? Involvement causes unity, and unity is what it will take for us to put honesty and pride back into our union. We must be the ones to restore our union back to what it once was.

Atlanta, Ga., is a prime example of how unity works. A group of rank and file Teamsters got involved in TDU and went to the convention. There, they came in contact with hundreds of other concerned Teamsters. They learned that dreams of a union that works for its members can become a reality. There is still a lot of hard work to be done in Atlanta, but we are on the right track.

The TDU Convention is special this year for a number of reasons. Planning for the upcoming Master Freight Agreement will be a big topic. It will take rank and file involvement if we are going to get a better contract. We'll be planning for the elections in your local unions for delegates to the IBT Convention. All delegates must be elected by their local membership, and these delegates will be nominating candidates, like Ron Carey, for the December 1991 elections of International officers. Amendments to the Teamsters Constitution are needed, and we will discuss these at the TDU Convention.

Brothers and sisters, come and be a part of history being made in our union. Get involved and be our union.

Local 299, E&L Transport

Safety Warnings Ignored, Driver Dies

There was a preventable accident on May 10 at E&L Transport in Woodhaven, Mich., south of Detroit. Local 299 member William Rogers died at age 39. He was crushed between the upper- and lower-rear ramps of a 65-foot carhauling truck.

Roger's death was a shock to his wife, three sons, family and co-workers. But it cannot have been a surprise to E&L Transport management. During the last several years many pin shears have occurred, which caused major vehicle damage.

E&L should have known then that the pin shears could lead to personal injury. The money paid out for the units damaged due to pin shears could have been used to solve the problem, and could have prevented Roger's death.

The front end of the upper-rear deck on Bill's truck was held up by, and pivots on, two pins. Those pins are attached to sliding brackets that are pushed up and down side rails by hydraulic cylinders. Defects in the system have led to the pin shears, as the pins could not support the heavy loads.

After Bill's death, E&L posted a notice on May 16 concerning the trailer models designated H4000, H5000 and H6000.

"Effective immediately and until further notice the loading of the following vehicles on the top rear ramp of the above vehicles is strictly prohibited: Lincoln Town Cars, Continentals and Marks, Crown Victorias (sedans and wagons), Grand Marquis (sedans and wagons), F150 pickups and above, Econoline vans."

The Local 299 steward at E&L, Dennis Wade, and his committee have collected many reports of identical pin shears by drivers throughout E&L's system. According to Michigan OSHA officials, the trailer manufacturer, Teal Manufacturing of Windsor, Ont., "gave E&L blueprints for an updated version of the pins and told them to make the changeover because the old ones were not capable of supporting those kinds of loads."

OSHA has labeled the violation "willful" and fined E&L $8,000. All willful violations are also reviewed by the state attorney general's office to consider the possibility of bringing criminal charges against the company. The attorney general's office is at 525 W. Ottawa, Lansing, Mich. 48933, for those wishing to express an opinion. This industry needs a message about the value of life.

The attitude that led to this accident at E&L is no different from the industry standard that says, "Haul it overlength or overweight; we'll pay the fine if you get caught." How many Anchor Motor Freight terminals have posted directions for bypassing weight scales? How many companies give drivers warning letters for delay of load when they try to exercise their DOT rights when ill or fatigued? How many companies refuse to pay excess loading time, but will blame an injured driver who didn't take the extra time to exercise caution while loading and unloading?

We can honor William Rogers by remembering some lessons and passing them on to new hires and those who have forgotten.

1. Have a kind word for the odd manager that goes to bat for safety.

2. Instead of making our paychecks livable by cutting corners, stick together to get the money we are owed and to get an enforceable contract that protects our rights and our lives.

3. Watch out for each other, because management won't.

We would gratefully print in this space the lessons E&L management feels it's learned from this tragedy.

1989 Carhaul Profits Dip

Based on reports filed with the U.S. government, *Commercial Carrier Journal's* July issue reported that the carhaul industry's average operating ratio dropped from 96.3 in 1988 to 98.7 in 1989. Besides a 15.8% increase in fuel costs, the main cause is the slump in auto sales. Readers will be shocked to learn that Jupiter Transportation's companies failed to file timely reports.

Other operating ratios reported: Allied, 97.8; Anchor, 96.5; Cassens, 102.3; CCI, 99.5; Complete, 96.4; Convoy Co., 102.4; Cooper, 94.2; E&L, 100.8; Hadley, 94.6; JATCO, 95.6; Leaseway Motorcar, 104.8; M&G, 102.9; NuCar, 103.2.

Carhaul News

St. Louis Cassens Drivers Fight 'Competitive.'

St. Louis Cassens drivers are presently investigating how to defend themselves against a very broad "competitive" deal involving many terminals and destinations, but precious little new traffic.

At a breakfast meeting Dec. 11, drivers authorized an elected drivers' committee to talk with management about proposed competitives to plants at Avon Lake and Toledo, Ohio, Lafayette, Ind., and Louisville, Ky. The minutes of the meeting specifically state that the drivers' committee has a veto over any deal. Despite unanimous disapproval by the drivers' committee, Cassens began running Toledo full-half anyway. After a grievance was filed, management declared they would no longer deal with the drivers' committee.

Unfortunately, the Central/Southern in St. Louis recently ruled that the Toledo competitive had been properly ratified. Something funny must have happened because Local 604 officials refused to tell their own men where the hearing was being held. Drivers are assembling the real story and presenting an appeal to higher Teamster officials.

Ryder's California Owner-Operators Resist Rip-Off Lease.

Drivers at CCI's Benicia, Calif., plant were approached earlier this year about signing a truck lease agreement that contradicted their legal and contractual rights in many areas. It introduced as a third party another Ryder subsidiary from which the truck was to be purchased and that got wide and illegal authority to deduct money from drivers' paychecks.

Fortunately, both practical and legal experience has been gained in the East about how Ryder uses owner-operators' leases to undercut the contract. Benicia drivers benefited from that experience by contacts through TDU and declined to sign on as slaves.

The legal relationship between an owner-operator, his union contract and his truck lease is a legally complicated one that Ryder has used to steal thousands of dollars from its owner-operators in the Midwest. Before you decide to go owner-operator, obtain a copy of the lease and take it to an attorney who knows about such matters. Don't wait to close the barn door after the horse is already out. If you have questions, call TDU's New York office (718) 852-9230.

Will QAT Get Saturn Traffic?

Ryder management has told union officials in Tennessee that it plans to haul the new GM models with its QAT subsidiary, which leases drivers from an outfit in Cleveland that is "represented" by a crooked union from Chicago. This may be a bluff, but it is important to let Ryder, GM, and all unions involved know that we don't intend to see carhaul go the way of freight.

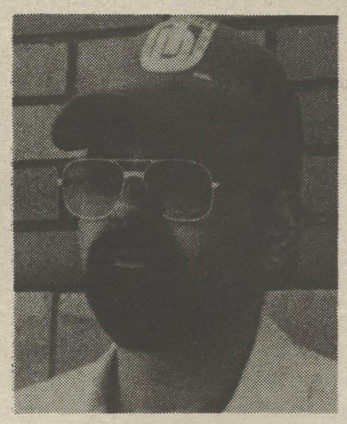
Many of these drivers hauling non-union or under substandard contracts would like to move up to our scale so talk Teamster to them and get names and phone numbers so we can get them organized. It would be good to see a little coordinated action out of the organizing department of our International union.

On the good news front, a little outfit affiliated with Greyhound, which had hauled a few units in closed vans out of the Georgetown, Ky., Toyota plant, has reportedly lost the traffic. If they show up somewhere else, please inform the International union and TDU.

TDU HATS

Show your support for TDU! Blue hats with white TDU emblem on the front. Union made. One size fits all.

$6.50 each; $5 each if ordering 5 or more



Send me _____ hats

Enclosed $_____

❑ check or money order

❑ Visa/Mastercard #

Exp. ___/___ Signature _____

Name _____

Address _____

City _____ State _____ Zip _____

Return to TDU, Box 10128, Detroit, Mich. 48210

Go Back to Bargaining After a No Vote

When this *Convoy Dispatch* hits the streets, we will be close to the counting of the ballots and, we predict, a rejection of UPS's second final offer. This has been a long campaign and negotiations are far from over. President William McCarthy's letter to the membership, included in our ballots, presented a good criticism of the weak points written into this proposal. But it failed to provide union members with the goals we are working together to achieve after a rejection of this proposal. And it failed to mention issues that rank and file Teamsters have fought for during this campaign that are not even in this proposal.

The membership is not voting No on this contract because it is eager to strike. UPS Teamsters are proud of the top-notch service UPS provides. We are winners, and that's how we work, like winners. We have as much pride in our work as anyone. The problem is the UPS board of directors living up to their part of the bargain. We simply want our fair share.

Our goal as a union is to set a standard of fairness for the entire industry, a standard that we can use to organize workers at RPS and Federal Express. For 10 years we have been losing ground economically while UPS has prospered.

We must have an hourly wage increase and a cost-of-living-adjustment clause that solves this erosion of spending power. The multi-tier wage scale is unfair and this proposal makes it worse. A new contract must show improvement and clear intent to end it entirely within a reasonable period. We understand the need for Federal Express-type pickup and delivery of air parcels, but that work should be full-time and full package-car rate. We must have job security for our feeder drivers against railing and brokers, and full-time, full-wage jobs for part-timers who would like to stay at UPS.

The production harassment and petty discharges and suspensions must stop. We are fulfilling our commitment with a fair day's work. But management has not shown any desire to stay off our backs and let us do our jobs. So we need more protection against production standards and we need Innocent-Till-Proven-Guilty in our grievance procedure, as Northern California already has. If we deserve discipline, the grievance procedure will rule. In the meantime, we should have the right to stay on our jobs, doing our jobs and collecting our pay.

We must have decent pension improvements, announced in writing with this contract. This job is hard work and we deserve to retire with dignity, and to turn over our jobs to younger Teamsters.

Given UPS's financial strength and great profitability, these demands are fair and reasonable and must be provided now, in 1990.

The weakness of UPS's proposal provides plenty of bargaining room for our union and UPS. We fully realize that our No vote authorizes a strike. And if it comes to a strike to win a fair contract, we will be ready. We are Teamsters. But our No vote urges Teamster President McCarthy and UPS to extend the agreement beyond Aug. 1 and to return to the bargaining table. You deliver a fair proposal with real improvements, and we'll deliver the parcels.

Mason City, Iowa, Local 828 UPSers painted a dump truck, Don't Be Dumped On. Vote No!

If There Is a Strike Central States Will Cover H&W

In the event of a strike against UPS, the Central States, Southeast and Southwest Areas Health & Welfare Fund will continue coverage for all participants, free of charge. The fund will waive some $2 million a week in contributions to make this possible.

Some other Teamster H&W funds may do the same, and some have "banks" or periods of free coverage that can be helpful. We believe all Teamsters should be given coverage by all of our union H&W funds in the event of a strike!

UPS Teamsters Talk Contract ...

We're not rejecting this contract offer only because of what's in it, but also because of what's not in it—Innocent-Till-Proven-Guilty on discharges and suspensions, real protection against production standards, and pension benefit improvements, in writing, with the contract.

—Springfield, Mass., Local 404 preloader Jerry Gaimari

UPS has no intention of sharing the profits or improving conditions, so a strategy had to be developed to make a poor offer look good, to lower workers' expectations, and steal the momentum and strength from the union's position. ... Their solution?—sell snake oil.

—Seattle Local 174 feeder driver Bob Hasegawa

Is the plumber who comes to your home to fix a leak a part of your family? Does he own anything there? ... When referring to the family as we, are you including him? No to all these questions. He is the hired help. Nothing more, nothing less. That's all you are as an hourly employee at UPS. You don't own one bolt, one screw, or one anything jointly with the company. ...

For years I have watched at contract time, or the company has used this line of thought to manipulate their employees. "People, we need to pitch in together and make this company strong and prosperous. Take a little less this time so we can get this or that started." I ask you, for who! ...

You may say job security. If the company doesn't do well, we won't have a job. Well, if this and if that. ... If a bullfrog had wings, he wouldn't bump his rear end. You can "if" anything to death. The fact is UPS is doing quite well, thank you.

—Knoxville Local 519 feeder driver Rod Howard

In response to your (a manager's) letter on June 2. ... UPS has a morale problem. Asking overworked, underpaid and angry employees to care more only makes them cynical. You should take good care of your employees by giving them an excellent contract.

Coming to work for UPS as a new hire, I was proud to be hired on with the "Tightest Ship in the Shipping Industry." I soon became aware of the truth, seeing unhappy workers all through the ranks, from the underpaid and harassed preloaders to the 25-year veterans looking forward to a poor pension.

I suggest you spend a little more time and money decreasing harassment, paying better wages, building better pensions and giving UPS employees a reason to be proud again. As it stands now, UPS lives in the dark ages.

—Santa Rosa, Calif., Local 624 package car driver Shawn Summers

Subcontracting loads at Christmas time opens the door for independents to "steal" our work and will kill promotion from within!!! How about bringing in "Special Air Drivers" at a reduced rate that will eventually eliminate the top scale driving jobs due to wage averaging? Does this sound like a company that cares about its workers? Of course not. Especially when it continually tries to position one work group against another for its own personal gain.

—"The Minnesota Communications Network"

When the union standard goes down, so does the non-union standard. Oz (Nelson) wants to regulate our contract according to this non-union standard by crying "competition!"

If any of us are to have a secure future with this company, we must not fall for this reasoning, or we will eventually end up equal with the competition while Oz and the rest of the board continue to reap the benefits of our labor even more handsomely.

—Portland, Ore., Local 162 package car driver Joe Duvall

TDU Wins Lawsuit in U.S. Court; Protects Right to Informed Vote

Over the years TDU has won a number of important lawsuits to protect rank and file Teamsters' right to an informed vote on their contracts. The fourth suit in as many years was won July 12 in *Patrick vs. McCarthy*, concerning the members' right to request and obtain all the proposed supplements prior to balloting on Teamster master contracts.

Ignoring precedent-setting lawsuits, such as the *Braxton vs. Presser* case won by TDU after the 1987 UPS negotiations, defendants Teamster President William McCarthy and the International union argued that because the union negotiating committee was advocating rejection of the contract, no harm would be caused members by denying them access to all of the supplements. The union also argued that members are only concerned about the national agreement and their own supplement.

"Rather than following the precedents as outlined above, or even making a good faith effort to abide by the spirit of the court's rulings, defendants (McCarthy and IBT) have again refused to provide plaintiffs with a complete copy of the proposed UPS contract," wrote U.S. District Judge Stanley Harris in his decision. "Instead, they have forced the issue once again into litigation, by taking a narrow view of court precedent, apparently to further their own internal political purposes."

Plaintiffs—Creed Patrick and Anthony Smith of Local 639, John Braxton of Local 623, Jerry Gaimari of Local 404, and Lou Woodward of Local 79—requested copies of all the supplements, riders and addenda to the National Master UPS Agreement because the entire package is ratified together. Plaintiffs sought to compare conditions in those supplements and to inform other UPS Teamsters through TDU contract bulletins in order to build solidarity, and in case members might find it useful in deciding whether their own supplement was acceptable. Plaintiffs also felt information in the supplements could be crucial in the debate and subsequent negotiations after a possible rejection of the current offer July 30.

"They have no right to tell plaintiffs what information contained in the contract is important and what is not," wrote Judge Harris. ... "Furthermore, it is defendants who have interpreted the IBT constitution to allow for ratification of a contract as a single package, rather than ratificaiton of all individual supplements. Thus, when members vote, they are in reality voting for or against all of the supplements."

UPS CONTRACT CAMPAIGN—1990

Our Course August 1

We believe a clear majority of UPS Teamsters have the intelligence and guts to resist the fear campaign of the employer and say 'No' to the present deal. If that happens, the parties will return to the bargaining table, and we will either strike on Aug. 1, or continue to work. The IBT leadership makes this decision.

If we are on strike, we need to go all out to win. We need to keep communication up with regular union meetings, and keep our TDU Contract Bulletins circulating. We need to build solidarity and public support in our communities. This contract is about decent pensions and working conditions, a fair grievance procedure, maintaining our standard of living, equal pay for equal work, and full-time job opportunities.

If we are not on strike, there is also plenty to do. Remember, the union does not have to strike on Aug. 1. We can continue to work under the terms of the old agreement and the union has the legal right to strike at any time after that, if bargaining breaks down.

This could be very effective. UPS management will be under the gun of a possible strike at any time, making shippers very nervous. And, the longer we wait, the larger peak season (and peak profits) looms.

So either way, after Aug. 1, we have the tools to win a good contract.

Solidarity Will Win at UPS

continued from page 1

of democracy. Just that 20 cents more each year means about $3,000 more to each UPS worker.

This is the first major Teamster contract of the 1990s. The '80s were years of concessions, from PATCO to Presser's deals. Now we're in a new ballgame. So the battle at UPS is a battle for all Teamsters. This needs to be a new era of solidarity, where a strike, large or small, gets the solid support of all Teamsters.

We urge all Teamsters to give 100% support to our brothers and sisters working at UPS. Attend union meetings and show your support. Pass resolutions calling for solidarity actions if there is a strike, such as collections from other Teamsters, public rallies to build community support, and picket line help. If UPS management attempts to deliver some air freight, moving picket lines may be needed to curtail operations.

Our union needs a victory. With solid backing, UPS Teamsters can deliver one.

UPS Mechanics Make Fair Demands

You know the mechanics. Those indispensible UPSers who keep the packages rolling. The guys who's contract demands we generally find in the back of the proposals.

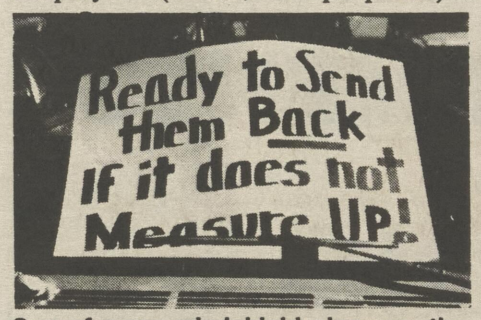
"It's hard to believe," said a mechanic in the Southern Conference, "but we basically haven't gotten any major proposal we've asked for since 1976."

Is there any wonder why mechanics feel they don't get any respect? They are a small part of our bargaining units. They are cut off from other mechanics nationally—some of whom are Teamsters and others members of the Machinists—and aren't really aware of how their conditions compare with other supplements.

Mechanics' basic demands on this contract include improvements in tool replacement, wage increases that will put journeymen mechanics 10 cents to 25 cents above the double-bottom feeder rate, night differential pay, the right to transfer to driving jobs, and job security for partially disabled mechanics.

Mechanics are required to supply their own hand tools. When new tools are needed to do a job, or if a tool breaks, generally the mechanic foots the bill. Most supplements provide "tool insurance" for loss due to proven theft or "Act of God" damage, but this often bogs down in red tape with management.

Some supplements provide a modest tool allowance. In the Atlantic Area, for example, mechanics are given an annual $75 tool allowance ($150, 1990 proposal.) But one mechanic estimated he invests between $400 and $600 a year in hand tools. The New England supplement offers a solution: "The Company agrees to replace (with national brand name tools) mechanics' hand tools broken *or worn out* while performing their work assignments for the Employer." (Italics, 1990 proposal.)



One of many windshield signs on the vehicles of Fresno Local 431 UPSers.

While in some areas mechanics are at parity with double-bottom feeder pay, such as in Chicago Local 710, in many areas they've fallen 40 cents or more behind that rate. A minimum of double-bottom parity would certainly help their out-of-pocket costs.

Job security is a big concern. It's hazardous work. Nobody likes a mechanic with one good arm or a bad back, especially UPS, and mechanics say they've seen too many good Teamsters pushed out on the street. Proposals were made to allow partially disabled mechanics to bid parts room and tool repair.

Other demands that were in the union's initial proposals but have since fallen off the table include: Central: Company to replace broken tool with same brand within five days or pay mechanic's invoice. New England: One pair of shoes per contract, and winter jackets. Southern: Limit vehicles assigned to 12 feeders or 20 package cars; prescription safety glasses.

UPS & Downs

IBT Files Unfair Labor Practice Charges Against UPS.

The International union on July 16 filed unfair labor practice charges against UPS for failing to bargain in good faith. The charges are a response to the intense "hammer 'em till they say yes" campaign orchestrated by corporate officials in Greenwich. The union's charges state:

"Since on or about June 27, 1990, the Employer has violated the Act in a nationwide campaign by: 1. intimidating employees who may choose to exercise their Section 7 right to reject a proposed collective bargaining agreement by equating a rejection with a lengthy strike; 2. engaging in unlawful direct dealing with employees by conducting mandatory meetings at which deliberate falsehoods are made concerning the Employer's contract proposal; 3. by informing employees that they will have no job to come back to if a strike occurred and/or threats of facility closure; 4. informing employees that UPS will not come back to the bargaining table if its final offer is rejected by the membership."

Have You Hugged a UPS Pilot Lately?

In a February article, "Maybe They Should Call It United Profit Service," *Air Transport World* newsletter reported, "The growing importance of UPS's air service is reflected in the fact that air service revenues contributed 17.6% of total sales in 1987, 19.1% in 1988 and 21.8% in the first nine months of 1989. ... Based on air revenues only, UPS easily qualifies as a major U.S. airline." Management can threaten to drive the trucks to the airport but they can't fly the cargo jets.

Good Ole Union Solidarity on West Long Island.

In a leaflet titled "Don't Sell Out," members of Local 804 urged members, "Join your fellow workers in the West L.I. District in a demonstration against this disgraceful contract ... outside the UPS building in Laurelton. Bring your own, paid for by union labor, refreshments."

This bummed out those nice guys in management, and a response letter was read at PCMs, in part:

"I am troubled by leaflets that were circulated throughout the district yesterday, urging you to boycott the UPS open house. ... I am troubled at the intimidating message that WLI UPSers may be met by a group of demonstrators, mentioned in the leaflet, who would, in concept, be there to harass other UPSers, and their wives and children who choose to attend. Therefore, regretfully, I have made a decision to postpone the Laurelton open house, in order that our people are not once again 'put in the middle,' by being intimidated or pressured politically into actions they otherwise would not be part of."

Vehicle Campaign 90-5 ... a House Secret?

UPS vehicle campaign 90-5, involving some 900 1989 and 1990 model T-28 trailers by four manufacturers, was designed to locate, inspect and/or repair a potentially defective pintel hook on each of these trailers. This nationwide campaign, which began April 16, was not brought to the attention of feeder drivers—those who are at greatest risk. The pintel hooks in question are those that have replaced the welded bolt assembly with a pin and spring-clip retainer. Drivers should be mindful during their pretrips of an improperly seated spring-clip retainer. House secrets for those directly affected cannot be justified.

UPS Cries Poor, Goes Shopping.

UPS signed a letter of intent in July to buy a 9% stake in Mail Boxes Etc. (MBE) Terms of the deal call for UPS to buy 400,000 newly issued shares at $25.25 each, or $10.1 million. UPS would pay $1.17 million for warrants to buy an additional 400,000 shares at prices ranging from $27 to $38.88 over a three-year period. UPS would own 17.4% of the company if it acted on the warrants, and be allowed to acquire more shares on the market up to a maximum 35% after one year, but no more than that amount for five years. An analyst said UPS may use MBE to provide a "retail function" for customers to pick up and drop off after regular UPS hours or on Saturdays.

PAY ATTENTION TO YOUR PENSION

Did You Know?

Trustees Follow 'Formula' for Benefit Changes

Most Western Conference Teamsters know that in 1987 the pension fund changed the nature of our benefits. Before, the fund defined benefits based on service, well in advance of when a member retired. But now the fund calculates benefits as a percentage of employer contributions, which often change and which few members can keep careful track of over 20 to 30 years.

Western Conference

You probably don't know (because your trustees never told you) that at the same time they made this change in the benefit rules, they also adopted a formula that governs when benefits can be increased (or decreased). This formula makes our future benefits directly dependent on how well investments do. A bad couple of years on the stock market will trigger reduced future benefits; thus there will be less pressure on officials (and employers) to bargain higher contributions.

How Formula Works

Our Teamster pension plans, like other multi-employer plans, are designed to carry some "unfunded liability." That is, the fund plans to pay more in benefits, to be paid out over time, than it actually has in the bank right now. The difference between benefits expected to be paid and current assets is the "unfunded actuarial liability." This is different from the "vested liability," which is fully funded in the Western Conference plan.

In 1987, the fund's actuary wrote a pro-employer plan for how the fund was going to meet this liability. Since then, the trustees annually compare the financial health of the fund to this actuary's plan. If the fund is doing better than planned for two years in a row, benefit improvements are prescribed. If the fund is doing worse than planned for two years in a row, future benefits must be cut.

The law does not allow the fund to cut any benefits already earned. So if you earned 2.65% of contributions made for you in 1988, you will get that 2.65%. But, depending on the "formula," your future benefit could be cut back to a lower percentage of contributions in 1991.

Insurance for Employers

The formula for benefit changes works like an insurance policy on how much employers will have to pay out in contributions. In 1987, when the stock market crashed, the fund earned only .4% on investments. If the fund had not done better in 1988, the formula might have said "cut benefits." Then our union trustees, who also bargain many contracts, would have had little reason to push for higher contributions; the shortfall was already taken care of. No problem, for them.

Easy Street for Union Trustees

If you're wondering why our union pension trustees went along with this "Employers' Insurance Plan," remember that they each have at least three pensions, and many of them have four or more. Their retirement doesn't depend on benefits from the Western Conference fund, like yours will.

But now they might have to take an early retirement, because Teamsters have the Right to Vote. We can elect delegates to the IBT Convention, and elect International officers who will look out for the rank and file and for our pensions.

The Teamster Rank and File Education and Legal Defense Foundation (TRF) will continue to research and publish information that will help Teamsters understand the Western Conference pension fund well enough to make needed changes. For more information, contact TRF at (313) 842-2615. To get involved in the campaign for better pensions, contact the Western Teamster Pension Improvement Committee (WESTPIC) at (714) 593-9791.

Central States Pension Fund Fine Tunes Re-employment Rule

The Central States Pension Fund has long apologized for its rule against retirees doing any kind of work—except gas station attendant, janitor and a few other exceptions—while receiving a pension. The excuse is that retirees working in non-union jobs provide competition for union employers. The truth is that retirees are being made to pay for our union's lack of time and resources spent on organizing.

Now, under pressure from rank and file activists and a potential TDU lawsuit, the fund has announced changes in the rule. You may work for a government agency without losing pension payments, even though contracting out government work often pits government agencies against union employers. And, they say, your potential post-retirement job will be judged on a regional basis.

Even More Mysterious

The regionalization of the rule promises to make it even more mysterious than it is now. The fund gives no clue of how the regions will be defined. And whether a particular employer competes with another in an area can change month to month, and may be open to interpretation.

TDU will continue to pursue legal action to ensure that Central States retirees receive all the benefits they've earned. Our pensions are a part of our compensation for working. The blanket re-employment rule now in place is an excuse to keep those pensions from us.

Is McCarthy's New England Pension Financed Like the Federal Deficit?

That seems to be what Central States Pension Fund Director Ron Kubalanza is saying. Kubalanza and other employees of the fund are giving speeches at local unions and mailing slick brochures (the "Agenda") to members to tell their version of why the $9.73 billion fund won't raise benefits.

Kubalanza states that the practice of funding benefit improvements over 15 or 20 years (called "amortization") "is not much different than what our government is doing today—running up large budget deficits ..."

That's interesting. According to the IRS Form 5500 filed by the New England Teamsters and Trucking Industry Pension Fund, benefit increases in 1985, 1986 and 1987 were amortized over 30 years! William McCarthy is the lead union trustee of that fund.

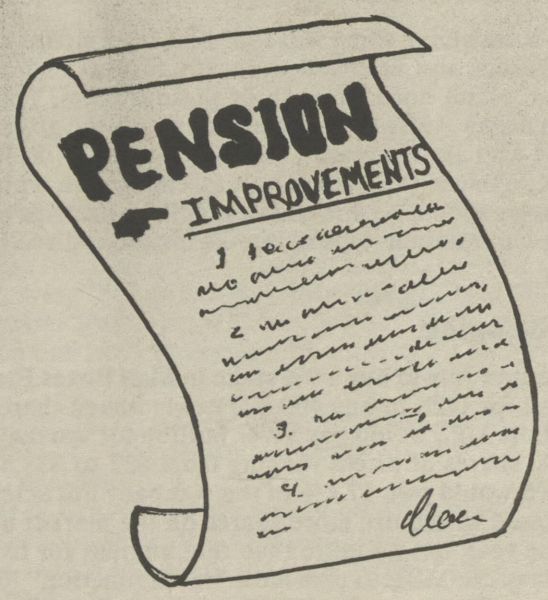
The Western Conference of Teamsters Pension Trust has a policy of amortizing increases over 25 years. Three IBT General Executive Board members are trustees of the Western fund.

In fact, funding pension benefits over some years into the future is a common practice. The law allows up to 30 years. The Central States used almost 35 years in the early 1980s, when 40 years were allowed.

The pension improvement movement in the Central States fund, backed by the hard facts in an independent actuarial report, is demanding increases now. The fund is following a pro-employer program of moving toward full funding, which means less pay-out by companies and smaller pensions for us.

But the fact that the fund director has to travel to local unions to try to put the fire out, that a whole new publication is out to respond to our movement and that the fund is now vaguely promising increases are all signs of rank and file strength. We must keep building the movement, and fill the 1991 IBT Convention with delegates who support a new pension policy.

PENSION IMPROVEMENTS



Vote NO

Unless You Get Them in Writing

ELECTION, LEGAL NEWS

Can We Meet Demands of the Future?

A union is about the future. Using the past as a guide, our union needs a forward-looking plan that leads us into the next century, strengthening our union and safeguarding our wages, pensions, jobs and dignity. Without that, we're in danger.

To look at the future, it makes sense to take a look at United Parcel Service. UPS is not only the largest and fastest growing Teamster employer, with more than 140,000 workers, but the corporation of the future.

UPS is working on a daily basis to undermine our union. As the Aug. 1 contract expiration has approached, UPS has followed a careful plan. Not a last minute plan, but a long-term plan about where it wants to see its workforce in the years to come.

UPS is:

- Conducting special schools on how to control the workforce, the contract vote, and the minds of our members.
- Holding one-on-one meetings with workers, explaining in detail the weakness of IBT strike benefits; why UPS will make "only one offer"; why the part-time workers should be against the full-time workers; why the richest transportation corporation in the world needs more concessions.
- Holding meetings on the clock, and pizza-and-beer sessions and barbeques off the clock.
- Charting each and every worker on where they stand on the contract, and who they influence.

Management training materials point out that 50% of the UPS workforce—70,000 Teamsters—were hired after the last contract in 1987, and thus have never voted on a union contract. UPS has a plan to win their hearts and minds.

This is the corporation of the future. You may not work there, yet. Your employer may not act like this, yet. But to survive as a union, we have to be able to match this kind of organization.

A Union Without a Plan

Our Teamster International officers, in contrast, have no plan. They let the corporation have the hearts and minds of our members, so long as they get the dues. They have spent $9 million of our money on Wall Street attorneys trying to block our Right to Vote, and zero to educate members on how to use our Right to Vote.

These International officers don't have an idea between them. They ignore our union's need for a coordinated national plan to:

- Educate our members, especially new members, and win them over to unionism.
- Get our members into the union hall, to set up committees and encourage participation, to draw in fresh ideas and fresh faces, including women and minorities.
- Develop bold new ideas to win. To organize the unorganized, to win when striking is not the best tactic, to unify our union and win community support.

On the playing field of history, McCarthy and the rest are spectators on the sidelines, while the corporations are on offense and the rank and file play defense. UPS management knows this. That's why their management training materials specify in detail how to deal with TDU Contract Bulletins, how to avoid legal action by TDU, and how to counter TDU influence in the workforce. Yet these same materials hardly mention ways to counter the influence of the Teamsters union leadership, which is much more powerful than TDU.

Why? Because our union leadership is invisible in the shop. A local union may try to do a good job. A BA may work hard and keep in touch with the members. But they are not supported by the power of the top leadership and are not backed by a plan for the future.

To handle the future, we need a new leadership in our Teamsters union. Fortunately, we have the tools to put that in place. We have the Right to Vote. The future is in our hands.

Tentative List of Local Union Delegate Elections, Fall 1990

This is a tentative list of local unions holding delegate elections this fall (with nominations in September, October or November).

These are local unions that are combining their regular union election, scheduled for 1990, with a delegate election. The remainder of the 638 local unions will hold delegate nominations in December, January or February.

Please note that the Election Officer has not yet approved the Local Union Plans for these locals. For further info, contact your local union, TDU, or the Election Officer.

In-Person Voting

Local	Location	# of delegates
55	Boston	1
66	Seattle	1
95	Williamsburg, Va.	1
99	Louisville, Ky.	1
113	Canton, Ohio	1
240	Bronx, N.Y.	1
246	Washington, D.C.	1
272	New York, N.Y.	4
355	Baltimore	6
444	Auburndale, Fla.	1
456	Elmsford, N.Y.	5
623	Philadelphia	2
686	North Andover, Mass.	1
752	Glendale, Ariz.	1
840	New York, N.Y.	1
887	Elmsford, N.Y.	1
901	Puerto Rico	4
919	Houston	1
964	Cleveland	1
969	Lake Charles, La.	1
1062	Brush, Co.	1
1199	Cincinnati, Ohio	1
2040	Detroit	1

Mail Ballot Voting

15	San Francisco	1
30	Jeannette, Pa.	3
41	Kansas City, Mo.	8
59	New Bedford, Mass.	3
153	Springfield, N.J.	1
202	Bronx, N.Y.	4
205	White Oak, Pa.	2
279	Decatur, Ill.	1
325	Rockford, Ill.	1
384	Norristown, Pa.	4
435	Denver	5
500	Philadelphia	2
505	Huntington, W.Va.	1
550	New Hyde Park, N.Y.	1
570	Baltimore	3
604	St. Louis	1
654	Springfield, Ohio	1
693	Binghamton, N.Y.	1
749	Sioux Falls, S.D.	1
764	Milton, Pa.	2
771	Lancaster, Pa.	4
789	Fairmont, W.Va.	1
833	Jefferson City, Mo.	1
890	Salinas, Calif.	10
912	Watsonville, Calif.	4
1055	Topeka, Kan.	1

Combined In-Person and Mail Ballot

12	Fogelsville, Pa.	1
23	Waukesha, Wis.	1
145	Bridgeport, Conn.	2
238	Cedar Rapids, Iowa	5
390	Miami	1
494	W. Quincy, Mass.	1
657	San Antonio, Texas	3
988	Houston	5
1414	Philadelphia	1

IBT Leaders Waste $9 Million in Failed Attempt to Stifle Election

"Civil RICO costs top $12 Million!" headlines page 2 of the July *International Teamster* magazine. It goes on to claim that the costs of the first-ever election for IBT officers is just too high.

But examination of the facts shows quite the opposite. Our union has spent 29 times more trying to kill the election than the cost of the election itself!

The Wall Street (employers) law firm of Mudge, Rose & Associates has been paid $5.99 million, and other attorneys have bagged $2.89 million, for a total of $8.88 million, paid from our dues money, in failed attempts to stop the election, cripple the powers of the Election Officer, eliminate the election for Canadian members, curtail the members' right to information on the election, and more.

The IBT claims to have spent $1.47 million on the pages of the magazine devoted to the court-appointed officers each month. What this actually means is that you have been deprived of seeing even more pictures of William McCarthy and the rest who fill up the pages of the Teamster magazine. A count since January 1990 reveals that in just seven months you've been treated to 48 pictures of McCarthy alone. Just think how many more you could have seen if that space devoted to court decisions and election info had been eliminated!

So the truth is, not $12 million, as claimed, but $1.7 million has been spent so far by the court-appointed officers and all their activities. The Election Officer and his staff have spent a total of $317,740 of that.

That means that for each dollar spent on the election, 29 dollars have been spent trying to stifle it!

Now Judge David Edelstein, on July 10 put this all in perspective. He ordered new election protections for the rank and file, to help "level the playing field" in the historic election, because the IBT leaders were devoting so many resources to try to kill the election. TDU had filed a brief requesting this action (see page 1). And a recent TDU lawsuit, *Withrow vs. McCarthy*, pressured the IBT to report the finances in the magazine in the first place.

Let's hope the IBT leadership learns a lesson from this experience. But don't count on it. Instead, let's count on the membership to vote for a new leadership, who will devote our union's resources toward building a strong, democratic union. Let's get involved in the election process, starting today.

Election Rules

continued from page 1

pursue." (See related story.)

Finally, the judge struck down every objection the union had to the election rules and condemned the ways in which the IBT has tried to subvert the Consent Decree that orders the elections. He concluded his opinion with an appeal to the rank and file: "As for the membership, they must remember the price of reform is eternal vigilance."

We now have the framework to conduct the delegate and officer elections in the fairest manner possible. It's up to us to participate in the process—by circulating accreditation petitions for candidates, forming delegate committees and educating our fellow members—so that, beginning in 1992, the IBT will be a union that is controlled by and truly represents its membership.

GROCERY, LOCAL CONTRACT NEWS

Strike Culminates Long Battle at P.J. Schmitt

Rank & File Teamsters Beat Sweetheart Deal

By proud Teamsters at Peter J. Schmitt

After nearly two years of union-busting moves by the Peter J. Schmitt Co., the unity of the rank and file has shown its power. The Schmitt workers at Sharon, Pa., and Akron, Ohio, have declared victory, but not without a few setbacks. Battles like this show that union solidarity is still alive, but you need strong people to win.

The long struggle began in late 1988 when the State of Pennsylvania put together a lucrative package for construction of a state-of-the-art grocery warehouse near Youngstown, Ohio, to replace the Sharon and Akron facilities and employ several hundred Teamsters. The real blow came when Youngstown, Ohio, Local 377 signed a disastrous sweetheart deal for $8 an hour, some $5 an hour under the union scale for Schmitt Teamster drivers and warehousemen.

Sharon Teamsters, led by Ray Curc, John Emschwiller and Dave Greer, began to organize their own rank and file "corporate campaign" against the sweetheart deal. All kinds of actions were initiated, and support grew.

The members got Sharon Local 261 to back these efforts, and other locals in Western Pennsylvania, along with community groups and Congressman Tom Ridge of Pennsylvania. Around the time of the TDU Convention in nearby Pittsburgh last November, informational picketing of grocery stores was initiated. As a result 10 of the so-called "troublemakers" were suspended by the company. But the struggle continued and those suspensions were taken to the NLRB.

Pressure and information paid off when the International union ruled the sweetheart contract null and void, as it was a prehire agreement before the warehouse was even constructed.

By May 31, the company had raised its offer to $10.50 an hour, but still with lots of bad language. We did not strike on June 1 as expected, but showed up to work in Sharon where there was no work to perform. Days later the company was moving product out of its new warehouse, but with no contract in place and no local union recognized. Talks continued but not much happened, until we took action.

On June 18 the facilities at Sharon, Akron, North Jackson and Wheatland, along with the home of the owner, Charles Barcelona, were hit with picket lines. Schmitt had its goon squad—Huffmaster, of Dearborn, Mich.—in place. The war was on. By June 21 a tentative agreement was reached. The next day it narrowly passed in Sharon, 86-82, and easily in Akron, 97-8. The company tried again to change the deal, but a threat of a new strike ended that. The final money figure of $10.50 remained, but pension, H&W and human rights were all improved. And jobs will be filled by the displaced Teamsters by dovetail.

The fight continues. We do not want to be in Local 377, which signed the sweetheart deal we fought two years to void! That issue remains to be settled, and petitions are circulating.

Those who showed how solidarity can work need to be recognized. Thanks go to all the Teamster members who fought together, Congressman Ridge, TDU, the locals that backed us, attorney Staughton Lynd, Solidarity USA in Youngstown, and especially Ray Curc, John Emschwiller and Dave Greer.

Gagnon Method of Production Standards Used by A.G., Others

Production standards to squeeze more work out of fewer people have been around for as long as there have been things to produce. One company that is often used to develop such standards is Gagnon and Associates of Minnesota. Grocery companies, like Super Valu, Fred Meyer, Inc., Kroger, Nash-Finch, and others, are implementing these methods.

Gagnon says in its literature, "Our goal is to assist our clients in achieving greater profitability through improved employee productivity. Gagnon Productivity Programs begin with the premise that lost time or nonproductive activity exists in every facility where people are involved."

The Gagnon method—using two industrial engineering procedures, Methods Time Measurement and Master Standard Data—is based on precise calculations of the time it should take to perform tasks, such as lifting a box from a pallet to a truck. These calculations are made for each aspect of every job in a warehouse and standards are developed from these studies.

Gagnon refers to "troublemakers," or employees who for one reason or another aren't "performing" as well as everyone else, and says the focus should be on getting the majority of employees to work up to the standard and not on worrying about the minority who can't or won't keep up. What happens in real life, however, is quite the opposite.

At the A.G. warehouse in Seattle (see this page), two employees were fired for production standards within six months of instituting the Gagnon method. Others have two or three warning letters. There had never been any firings for not meeting quotas before the Gagnon method was used. On-the-job injuries have increased dramatically at A.G. In response, workers have filed group grievances signed by most of the 200 warehouse employees.

One A.G. warehouse worker said, "Our standard has jumped from a reasonable 160 cases per hour to an unattainable 220 cases per hour. Their idea is to bring you in, use you up, and when you can no longer do the job, get rid of you and bring someone else in."

At the Nash-Finch warehouse in Liberal, Kan., Local 795 member Troy Hall said, "The company took bits and pieces of the Gagnon method and used it to their advantage. They didn't do time studies on the freezer, meat, dairy, or produce departments, but just the grocery department. They then set their own percentages for all departments and jacked up the grocery department quotas to twice what Gagnon recommended."

Gagnon literature stresses the need for proper training and maintaining equipment. But at the Seattle A.G. warehouse, most employees who get disciplined for not working up to standard receive little or no retraining. And it is not uncommon for a company to expect workers to meet the standards even when they are using broken down equipment.

Age is another factor. John Gaither, a Kroger warehouseman and member of Detroit Local 337, explained, "The system is really tough on older workers. By the time you reach 40 years old, the standard gets much harder to maintain. There should be some adjustment in the percentages for older workers."

Actual practice conflicts with Gagnon's theory that its method "creates a 'win-win' work environment in which the people involved have the opportunity to work together to increase productivity within an atmosphere oriented toward eliminating barriers to productivity as opposed to eliminating certain people."

The systems do pit younger workers against older workers. They are sometimes used to weed out union activists. So how can productivity schemes be dealt with? Solidarity is the key. The A.G. workers are off to a good start with group grievances, and one reason they're on the picket line now is the production standards.

Production standards are a mandatory subject of bargaining. Where production standards already exist, they can be renegotiated. Where a company is trying to get them in, rank and file Teamsters must make sure their unions take great pains to protect the members best interests.

Seattle A.G. Teamsters Unite on Picket Line

Bennie Coe
Local 117, Associated Grocers
Seattle

Teamster members of locals 117 and 174 rejected Associated Grocers' proposals and went on strike May 20. Rejection was the end product of a very fed up and angry group of workers.

In every department there were circumstances that gave us a number of reasons to strike: past contracts in which we gave back money for medical benefits and went without a pay raise for five years, unresolved grievances despite calls and other communication with union reps, new company policies on attendance, a large increase in production standards, and workers being subjected to drug testing for on-the-job injuries caused by the production standards. We haven't got any satisfaction and we're fed up.

Two warehouse workers have been fired for production standards. It's been over six months and they still don't have their jobs back. Some employees have been fired for refusing to take the drug tests. These are also tied up in the grievance procedure. All of this has left employees with no recourse or justice.

But since voting to strike, we have shown from the first day on the picket line a unity and willingness to look at these problems and others, such as casuals, overtime and seniority. We have the resolve not to break our picket line until these issues are settled. Men and women who never met or talked to each other before are now communicating. We're gaining knowledge about what's been happening in other parts of the warehouse and we're finding a lot of common problems.

We are resolved to work and communicate with each other so that our concerns and hopes for a better working environment come through, and we will make sure our union reps do the job they're supposed to do. There are now 10 members representing all departments sitting down with negotiators at each session to express our concerns.

We are hopeful that we will resolve this strike with respect and dignity for everyone. Our fellow members of locals 599 and 313 at West Coast Grocers and of locals 117 and 174 at Safeway have accepted their proposals recently, but at A.G. we still don't have a decent proposal to vote on.

What's the bottom line for members of locals 117, 174, 313 and 599? Take charge of your union! Our union belongs to us. Then we can begin the journey together toward unity and respect.

LETTERS FROM OUR MEMBERS

Need Bargaining, Not Begging

Why did the General Executive Board transfer $34,000,000 from the strike fund to the general fund at a time when local Teamster negotiators are pleading with and maybe begging companies, big and small, not to impose two-tiers, slash medical benefits, extend workweeks, freeze pension contributions and the like? Does this mean a new reduction in Teamster clout at the bargaining table?

Can it be that the International is giving up collective bargaining for collective begging, and a smaller, leaner strike fund is just fine?

Of course, anything is better than individual begging, but isn't collective begging the work of organized charity, not organized labor? Is the International signaling that its time to trade in the picket sign for a tin cup, and a clenched fist for an upturned palm?

Bob Mattingly
Local 896, retired
Oakland, Calif.

A Chance to Vote For Our Choice

I am writing this letter to thank TDU for endorsing Ron Carey for president of the IBT in the upcoming election. This is the first time that the rank and file will have a say on who are going to be our delegates at the convention, and we each have a chance to vote for our choice, Ron Carey.

I am a feeder driver in Local 804 and have been told by my BA, Mr. Redman, that Mario Perrucci of New Jersey Local 177 will support Ron in seeking the presidency and will be his campaign manager for the Eastern Conference of Teamsters.

I congratulate Mario on his courage in helping Ron and have heard from his feeder drivers in the Meadowlands building that he may run for vice president. I hope he does because we need men like him and Ron in Washington. UPS does not want Ron to get elected to a high position in the IBT. Maybe if this does appear UPS will stop its Hitler-like conduct. I hesitate to put my name to this letter because UPS always retaliates against Teamsters who stand up for their rights like Ron and Mario. I am a 20-year employee and a long-time TDU member. Good luck in all your endeavors.

"A Teamster and TDU member"

Members Can Stop Abuse of Power

I have been a member of the Teamsters union for over 33 years, primarily with Local 579 and employed at Janesville Auto Transport Co. (JATCO). After 30 years of service, I was discharged by the company, and my own union officials tried to expel me from the union. I had almost given up hope until I contacted TDU, where I found the support to help win my battles. TDU has given back to me hope that unions can be made whole again as was their original intent: to give the members strength and the right to elect their representatives, who in turn will give their all in granting and protecting the members' rights.

Now that we have been given the right to vote for delegates to the 1991 Teamster Convention, we can make changes which insure that individuals cannot abuse their powers of office. Anyone who is having problems and does not feel they are being fairly represented, don't give up if you really care about principles. Contact TDU, like I did, and find out what a truly concerned and helpful organization it is. If you hear about a TDU meeting in your area, take the time to attend. Regardless of what others may contend, TDU is doing this for Teamster members and not for their own personal gain.

John B. Wilson
Local 579, JATCO
Janesville, Wis.

MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded.

Better Contracts Help Organizing

We need the right to strike on deadlocked issues. Also, we need better benefits and contracts so we can show non-union (workers) that we are strong, and that they are better off with a union. Some non-union companies have better H&W and pension than union companies.

Tracy L. Lesher
Local 776, Roadway
Harrisburg, Pa.

Support Anti-Scab Legislation

We, the People, Can Make a Difference

Thanks to Senator Howard Metzenbaum and Representative William Clay, the people have a chance to amend the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA). They introduced Bills S. 2112 and H.R. 3936 to amend the NLRA and the RLA to prevent discrimination based on participation in labor disputes. Following their introduction, the bills were read twice and referred to the Senate Labor Subcommittee and House Education and Labor Subcommittee on Labor-Management Relations.

The discrimination policy currently in effect, which allows employers to permanently replace economic strikers, has been on the books since 1938. It took Congress' override vote of President Franklin D. Roosevelt's veto to put this discriminatory measure into effect. President Ronald Reagan set a union-busting trend in 1981 when he used this law against PATCO, the air traffic controllers' union. It has since undermined the bargaining power of all labor groups. Greyhound is the most recent example of this. Who's next, UPS, freight or carhaul?

We have the power to change this injustice if we *act now*. First sit down and call or write a letter to your senators or congresspersons demanding their vote of YES on these bills. Go a step further with those on the subcommittees by demanding that these bills become top priority. The bills must be passed by the subcommittees before they can be presented to the Senate and House floors for a vote. Also let them know that you expect an override vote in case President George Bush should veto the bill.

Listed below are the names, party affiliation and states represented by the members of the two subcommittees.

Senate Labor Subcommittee
Address to:
U.S. Senate, Washington, D.C. 20510
Howard Metzenbaum (D) Ohio, Chair
Tom Harkin (D) Iowa
Barbara Mikulski (D) Md.
Christopher Dodd (D) Conn.
Thad Cochran (R) Wis.
Strom Thurmond (R) S.C.
James Jeffords (R) Vt.

House Education & Labor Subcommittee on Labor-Management Relations
Address to:
U.S. House of Representatives
Washington, D.C. 20515.
William Clay (D) Mo., Majority Chair
William Ford (D) Mich.
Dale Kildee (D) Mich.
George Miller (D) Calif.
Charles Hayes (D) Ill.
Major Owens (D) N.Y.
Thomas Sawyer (D) Ohio
Austin Murphy (D) Pa.
Marj Roukema (R) N.J., Minority Leader
Harris Sawell (R) Ill.
Cass Ballenger (R) N.C.
Thomas Petri (R) Wis.
Fred Grandy (R) Iowa
Tommy Robinson (R) Ark.

Remember, WE, THE PEOPLE, can make a difference, but we must speak out. Many members of Congress will be up for reelection next year so there is no better time than now.

Tom Small
Local 480, UPS
Nashville, Tenn.

Local 191 Bylaws Vote

Bridgeport, Conn., Local 191 members will have the opportunity at a special meeting Aug. 24 to vote for a system of elected stewards to replace the present appointed stewards system. Every member should attend.

TDU MEETS

We encourage all TDU members and rank and file Teamsters who support reform to attend chapter meetings and find out how you can get involved during this historic period in our union.

Atlanta
Saturday, Aug. 4
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Chicago
Sunday, Aug. 19
1 p.m.
VFW Hall
5858 Archer (off Central)

Eastern Pennsylvania
Sunday nights
7 p.m.
Amber Inn
Rte. 611, Swiftwater, Pa.

Eastern Pennsylvania
TDU Picnic
Sunday, Aug. 19
10 a.m.
Fenner's Farm
For directions: (717) 839-7352

Liberal, Kan.
Wednesday, Aug. 8
10 a.m.
Southgate Mall
Room B-5

Memphis
Tuesday, Aug. 7
7 p.m.
Elvis Presley Blvd. &
Winchester Rd.

San Francisco
Saturday, Aug. 11
10 a.m. to noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

St. Louis
Sunday, July 29
10 a.m.
Amvets Post 88
8449 N. Broadway

TDU Rank & File Convention

October 26-28
Days Hotel
Detroit

This is an historic and busy time for Teamsters. The national UPS contract now being voted on is our first to be decided entirely by majority rule. National freight and carhaul contracts will follow in 1991. This fall local unions will begin the process of electing delegates to the 1991 Teamster Convention, another first. Those delegates will nominate candidates for our union's top offices, and following the convention each member will have the chance to vote for the leadership of our union in December 1991.

TDU played a major role in winning these new rights for all Teamsters. Are we now ready to meet the challenge before us, to use these rights to change our union?

The 1990 TDU Rank & File Convention will be our chance to plan national strategy, elect our leadership and prepare ourselves for the challenges of the next year. We hope you will join us in preparing for the important year ahead.

The Convention Will Feature

- *Planning for the 1991 Teamster Convention and the national election for International officers.*

- *Craft and company meetings to plan national strategies and share information.*
- *Business sessions and election of the TDU Steering Committee.*
- *Educational workshops led by Teamster leaders and top labor attorneys and educators.*
- *Special pension meetings.*
- *Banquet and guest speakers.*
- *Friday educational sessions, opening session and reception. We encourage you to attend Friday.*

Plan now to attend! Registration forms will appear in the next issue of *Convoy Dispatch.*

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Convention Information

Registration Costs

Convention registration fee includes cost of all materials, meeting space, coffee breaks and meals, including a Saturday evening banquet and program. Saturday and Sunday registration $85; Friday registration $30. For those able to attend only one day, cost is $60 for Saturday, $35 for Sunday.

Hotel Accomodations

Reserve rooms at the Days Hotel through TDU (registration form in next issue of *Convoy Dispatch*). Rooms are $50 per night (tax included) for either single or double room.

Childcare

Childcare will be available through advance request at a nominal fee.

Discounts

Discounts will be available for early registration ($10) and for travel over 500 miles one way ($10) or over 800 miles one way ($20). Discounts apply to both members and their spouses.

Spouses

Spouses are encouraged to attend and participate in the convention. There will be a reception for wives to meet each other on Friday and a wives workshop Sunday morning.